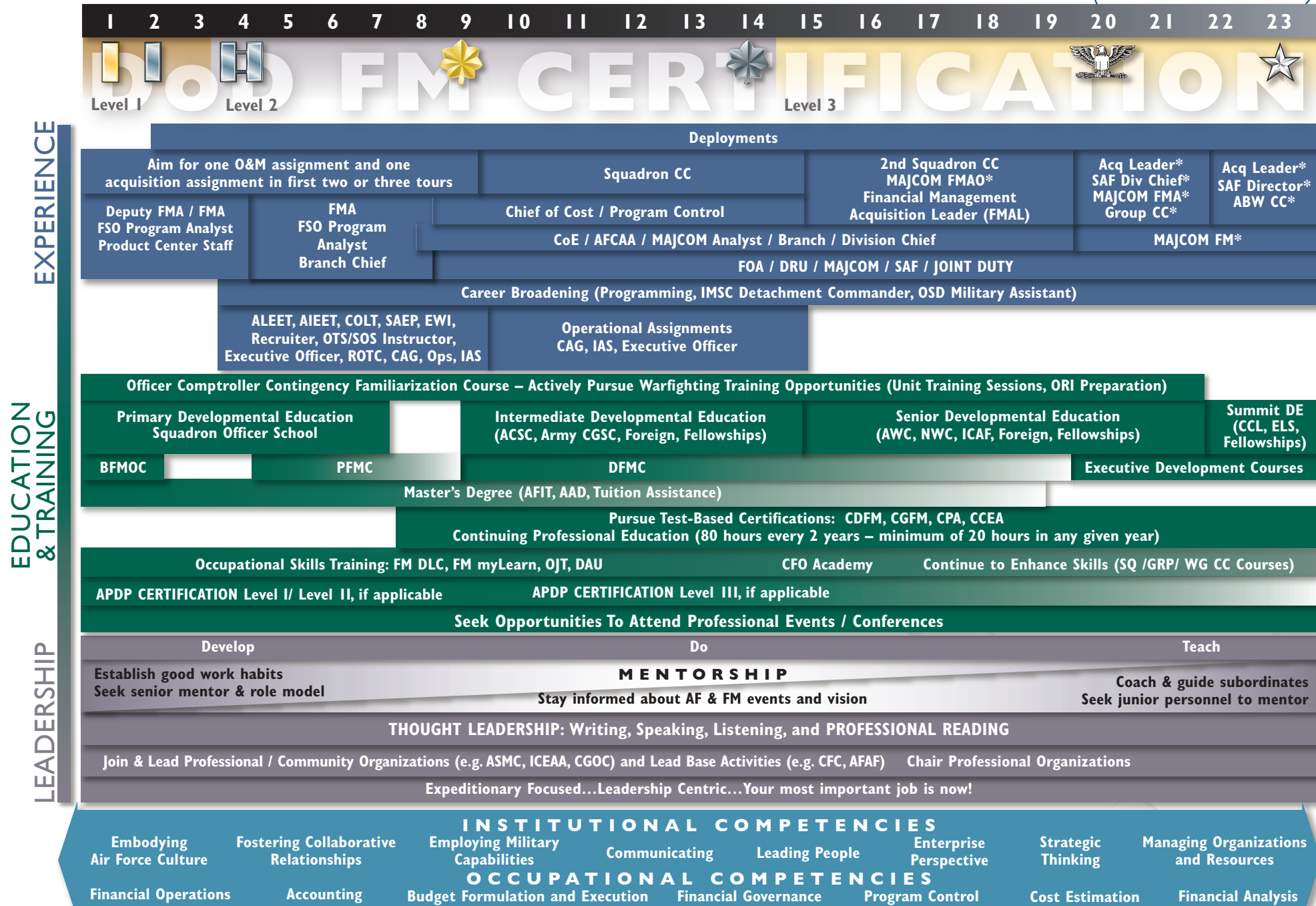


# FINANCIAL MANAGEMENT



## Years of Service *Commissioned* **OFFICER FORCE DEVELOPMENT ROADMAP** (AFSC 65FX/65WX)



\* SAF/FM experience desired



## Officer Force Development Roadmap

“Force Development takes individual capabilities and, through education, training, and experience, produces skilled, knowledgeable, and competent Airmen who can apply the best tools, techniques, and procedures to produce a required operational capability. We prepare Airmen for leadership by optimizing experiences and skills and by developing capabilities to meet any challenge.”

– AFDD I-I, *Leadership and Force Development*

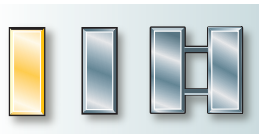
### What do I need to do to make Officer Force Development work for me?

The FM Development Team (DT) uses your Airmen Development Plan (ADP) comments, your record in Single Unit Retrieval Format (SURF), and Record of Performance (ROP) to evaluate and provide development opportunities for you. Therefore, make sure that your records are current (because your records are what meet the board!) and that you seek mentoring advice.

- Update your ADP. It is your direct line of communication to the FM DT of your goals, desires, and preferences.
- Make sure your Data Verification Brief on Virtual Military Personnel Flight is up-to-date.
- Make sure hard-copies of all your ADPs and decorations are current with the AFPC Records, Board Support Section.
- **Your current job is most important. Do your very best every day.**

### Experience

You must build your functional FM expertise through diverse work experiences. Develop your **decision support** skills by completing one assignment at an O&M base and one assignment at a space or acquisition base. Also, consider other experiential opportunities to enhance your leadership skills such as deployment, executive officer, and ROTC/PME instructor positions. Your focus at this stage of your career should be to learn all you can at every job.



### Experience

Seek comptroller squadron command. In addition to command, your greatest job experiences are the successful completion of deployment tours.



The experiences you gain with command and Air Force/joint deployment tours adds to your credibility when providing **decision support** advice and enhances your leadership perspective. Continue to build on your breadth and depth by gaining MAJCOM and higher headquarters experience. A Pentagon tour is paramount for bringing all the pieces together and will serve as a springboard for senior-level assignments later in your career.

### Education & Training

Completing online training is important as you build your FM knowledge base. Hundreds of online courses are available via the FM Distributed Learning Center (FM DLC) (<https://fm.adls.af.mil>) and FM myLearn (<https://fmonline.ousdc.osd.mil/FMmyLearn>) to support your continuous learning requirements. The Keesler AFB FM Learning Center emphasizes your **decision support** skills in the Basic FM Officer Course. Obtain your appropriate APDP level certification. Complete your master's degree using tuition assistance or through the various advanced academic degree programs e.g., AFIT Master of Science Degree in Cost Analysis. Develop your warfighting awareness as your organization's unit deployment manager. Focus on building both institutional and occupational competencies throughout your career guided by the DoD FM Certification Program.

### Education & Training

Seek Intermediate Development Education (e.g., Air Command and Staff College) as a Major and Senior Development Education (e.g., Air War College) as a Lieutenant Colonel. Earn your test-based certification (e.g. CDFM, CGFM, CCEA), complete DFMC for your strategic-level decision support skills, and continue taking courses to achieve your DoD FM Certification. Along with test-based certifications, adopt a life-long learning approach to your career to ensure continued opportunities for growth. Remember, preparation + opportunity = success!

### Leadership

Your ability to lead is your primary value to the Air Force. Your deliberate development improves your leadership by living Air Force core values, developing institutional competencies, acquiring professional and technical competence, and then acting on such abilities to accomplish the organization's mission, while taking care of people. Experience and education & training enhance and build on your innate leadership capabilities.